



# VARL

## LEADERS EMERGE !

*The VARL mission is to develop, improve, and strengthen leadership skills and practices in both public and private rehabilitation organizations.*

Summer is here and it's hot! But it's not any hotter than the growing membership and activities of VARL. At 50 members, VARL continues to be the largest state chapter of the National Association for Rehabilitation Leadership in the country. A lot of people continue to believe that VARL is only for supervisors and administrators. When workshops are advertised, it never fails, someone asks, "Can *anyone* attend this?" The answer is "YES!" VARL recognizes that in order for the field of rehabilitation to continue to be effective in supporting the needs of persons with disabilities, we need people in *all* positions in *all* organizations/agencies, both public *and* private, to be involved in the process and delivery. Henry Kissinger said, "The task of a leader is to get his people from where they are to where they've never been." Isn't *this* what we want to achieve with and for our consumers? Doesn't *that* give *all* rehabilitation staff the opportunity to lead? To be a leader takes initiative. It can clearly come from the rehabilitation counselor or employment specialist or rehabilitation supervisor but support staff also have tremendous potential to encourage consumers and model the way. We are all learning how to be leaders and will continue to do so. The other thing about summer is that the rain and sun have everything growing. Are you? Ray Kroc (of McDonald's fame) said, "As long as you're green, you're growing. As soon as you're ripe, you start to rot." So keep learning and growing and never stop!

Call for Nominations! VARL members will be voting for President-Elect, Secretary, and two Board members for 2008. If you are interested in running; would like to nominate someone, or have questions about what is involved, contact Susan Green, Past President. Being on the Board is a great way to expand your network and 'grow' your leadership skills in a supportive environment.

About 25 people attended our June 14 workshop, "*Leadership is Like an Earthquake*" with Shirley Lyons as our presenter. The workshop evaluations were excellent and people took away very useful information about change and communication that will have a positive impact on their professional growth and personal lives.

Leadership Chats this year have been focusing on going into more depth and discussion on the Seven Habits from Stephen Covey's book, "The Seven Habits of Highly Effective People". Participation at chats in several geographic locations has been good as people dwell more on Be Proactive, Begin With the End in Mind, and Put First Things First. Although no chat dates were available when this article went to print, there will be more throughout the year focusing on Habits 4 – 7. You may contact the following VARL members to be on a chat notification list: Staunton/Charlottesville area:

[Naomi.aitken@drs.virginia.gov](mailto:Naomi.aitken@drs.virginia.gov). Richmond area: [Susan.green@drs.virginia.gov](mailto:Susan.green@drs.virginia.gov). Fairfax area: [Suzanne.simpson@drs.virginia.gov](mailto:Suzanne.simpson@drs.virginia.gov). Lynchburg/Roanoke area: [Margaret.gillispie@drs.virginia.gov](mailto:Margaret.gillispie@drs.virginia.gov).

Save the date! Speaking of the Seven Habits of Highly Effective People, on October 23, VARL along with STEPS, Inc. will be sponsoring this workshop in the Roanoke area. The presenter is Sabrina Harmon, of NISH, who is a certified 'Covey' trainer. Registration will begin later this summer. Contact [Margaret.gillispie@drs.virginia.gov](mailto:Margaret.gillispie@drs.virginia.gov) for more information.

We hope you will join VARL at the Collaborations Conference in Virginia Beach in welcoming back Dr. Amy Armstrong who will present a double session on Monday afternoon on the topic of "Believe, Choose, Do: Setting Yourself up for Personal & Professional Success". Amy is always fun and insightful and will help you become a stronger leader. Join us also for a leadership chat on Monday on Stephen Covey's "8<sup>th</sup> Habit".

Please feel welcome to join us at our Board meetings. In 2007 we have been moving our meetings around so more members might be able to attend. For our August 9 meeting, we are trying out the use of video-teleconferencing in hopes of having more of our members as well as interested others able to participate statewide. There will be sites in Richmond, Fishersville, as well as Northern VA and Tidewater. Feel free to contact Susan Green (contact info below) for a site near you. After the August 9 meeting, there are meetings on October 11 – Charlottesville and December 6 – Richmond. All meetings begin at 10:00 a.m. and adjourn by noon or 12:30. We hope to see you there whether you are a VARL member or not.

Let the Leader in You Emerge in 2007!

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*VARL 2007: President – Jim Hall, President Elect – Shirley Lyons, Past President – Susan Green, Treasurer - Eleana Boyer, Secretary – Bonnie Hawley, Board Members Naomi Aitken, Teri Bertsch, Ned Campbell, Marie Gibson, Doug James, Amy Mosher*